

STATE OF ILLINOIS

HUMAN RIGHTS COMMISSION

IN THE MATTER OF	)		
	)		
LUISA TAPIA, BARBARA SKILES,	)		
and ROSE WEBER	)	ALS No.	S-11357
	)	Charge Nos.	2000CF0871
Complainants,	)		2000CF1362
	)		2000CF0872
AND	)		2000SF0621
	)		
GENLYTE THOMAS GROUP, Inc.	)		
	)		
Respondent.	)		

ORDER AND DECISION

April 14, 2004

The Commission by a panel of three:  
Commissioners Yvette Kanter, David Chang and Marylee V. Freeman presiding.

On review of the recommended orders of Michael R. Robinson, Administrative Law Judge.

For Complainant: Robert K. Leyshon  
Wintrein, Kavensky & Wallace

For Respondent: Kenneth N. Winkler  
Elarbee, Thompson & Trapnell

Illinois Human Rights Commission: James E. Snyder, General Counsel,  
Matthew Z. Hammoudeh, Asst. General Counsel.

This matter comes before the Commission pursuant to a Recommended Order and Decision issued by Administrative Law Judge Michael R. Robinson and exceptions filed thereto.

On review of Judge Robinson's recommendations, the public hearing record and the exceptions and response filed by the parties and for the reasons set forth herein, the recommendations of Judge Robinson are sustained in part and modified in part.

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Judge Robinson's recommendation to dismiss all complaints against the Respondent is accepted and entered as our order. Judge Robinson recommends that Complainant Barbar Skiles be ordered to pay the Respondent \$2,061.39 for failure to attend a deposition. The Recommended Order and Decision is sustained, subject to the following modification:

Complainant Barbara Skiles is ordered to pay a total of \$1,000.00 to the Respondent as reimbursement for costs and fees associated with her failure to attend deposition.

The Administrative Law Judge did not find that Skiles' complaint was frivolous. The Act does not allow us to issue a punitive monetary sanction. We find that \$1,000 is a reasonable reimbursement of the Respondent's actual costs in light of all circumstances.

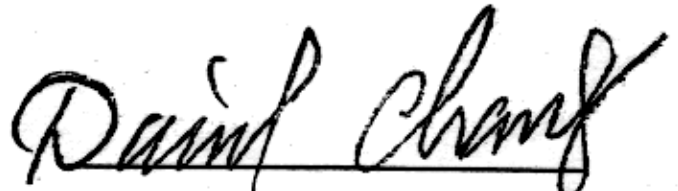
IT IS HEREBY ORDERED THAT:

The Recommended Order & Decision issued in this case is sustained in part and modified in part and is incorporated herein as our Order & Decision.

This is a final order. The parties may seek rehearing of this Order & Decision by the full Human Rights Commission en banc pursuant to 775 ILCS 5/8A-103 (F).

STATE OF ILLINOIS  
Entered this 14th day of April 2004.

  
Commissioner Yvette Kanter

  
Commissioner David Chang

  
Commissioner Marylee V. Freeman

(Panel B, Commissioners Kanter, Chang and Freeman)